

**YOUR VOTE FOR CEIU DELGATE**
**PSAC NATIONAL TRIENNIAL CONVENTION**

# Brenda Spénard

I bring more than a decade of experience at IRCC, complemented by nearly ten years of leadership within CEIU. I have served for five years as a Supervisor (PM04) in Citizenship Operations and have held multiple union leadership roles, including Local Vice-President, President, Strike Captain, three-time Convention Delegate, and ANN Regional Treasurer. Across both my professional and union work, my focus has consistently been on strong leadership, effective governance, and organizational resilience.

I began my career at IRCC in 2015 as a casual CR04 and subsequently transitioned into a term position. In my current role as a Supervisor, I have worked closely with external stakeholders, have overseen and coordinated citizenship ceremonies, and most recently I supervise the Operational Oversight team. My responsibilities include analyzing the national citizenship inventory, conducting quality assurance and monitoring exercises, and leading the reorganization and maintenance of the Standard Operating Procedures library.

As IRCC expanded, our local experienced membership growth of more than 100 percent. During this period, the priority was to strengthen internal structures to ensure members were well supported. The local evolved from a three-person executive into a fully operational leadership team, supported by trained stewards and active committee members, while maintaining transparency, accountability, and member engagement.

I understand the challenges faced by CEIU members at IRCC. As both a middle manager within the department and an active local president, I am uniquely positioned to advocate effectively on behalf of members. I bring practical knowledge, established relationships, and the confidence to engage constructively with senior management and to push back when necessary.

These experiences have prepared me well to represent CEIU members as a **Delegate at the PSAC National Triennial Convention**, and I respectfully ask for your support.

Solidarity Forever,

*Brenda*

**CONTACT ME**